



HANDOUT - H

Incentive Payment Policy For In-School Youth – Procedures (Kern County High School District, CA)

At the conclusion of each school quarter, WIA staff evaluate participants' achievements. Successful completion of career development activities, WIA goal attainment and academic progress are recognized by receipt of incentive payment based on the matrix outlined below.

Incentive Payments for four areas: Basic Skills, Work Readiness Skills, Occupational Skills, Leadership Development

BASIC SKILLS

Activity	Possible Points (\$5/point)	How Verified/Validated
Grade Point Average (GPA)	2.0+ = 2 points 3.0+ = 5 points 4.0+ = 8 points	Report Card, School Transcripts, Progress Report
WIA Goal Attainment	10 points	Basic Skills – Increase score on CASAS 3 points, pass proficiency test World of Work – Mastery of all areas in pre-employment or work readiness
High School Proficiency	10 points	Copy of test, School Transcripts
High School Exit Exam	10 points	School Transcripts
High School Graduation	15 points	Copy of Diploma, School Transcripts
Tutoring (peer-to-peer)	1 point per hour	Attendance Records

WORK READINESS SKILLS

Activity	Possible Points (\$5/point)	How Verified/Validated
Career Exploration	8 points per semester	Career Exploration Guide
Attendance	80% = 2 points 90% = 5 points 100% = 8 points	Attendance Records
Workshops	1 point per hour	Facilitator Verification
Community Service	1 point per hour	Activity Log/Evaluation



OCCUPATIONAL SKILLS

Activity	Possible Points (\$5/point)	How Verified/Validated
Industry Training Program (eligible at prgrm completion only)	5 points	Attendance/Certificate of Completion from a recognized training agency
ROC Course (eligible at prgrm completion only)	5 points	Instructor Recommendation and School Records or Certificate of Completion
Progress in Academy (eligible at semester end only)	5 points	Instructor Recommendation and School Records; must maintain overall GPA of 2.5 or better in all academy courses
Retention in Unsubsidized Employment (per semester)	5 points	School Transcripts

LEADERSHIP DEVELOPMENT

Activity	Possible Points (\$5/point)	How Verified/Validated
ASB Officer	3 points per year	School Records
Class Officer	3 points per year	School Records
WIA School Site Rep	2 points per year	WIA Records
WIA District Site Rep	3 points per year	WIA Records
Extra Curricular Activities: ✓ Club Membership ✓ Performing Arts ✓ Athletics	1 point per year 1 point per semester 1 point per sport	School Records and Activity Logs



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